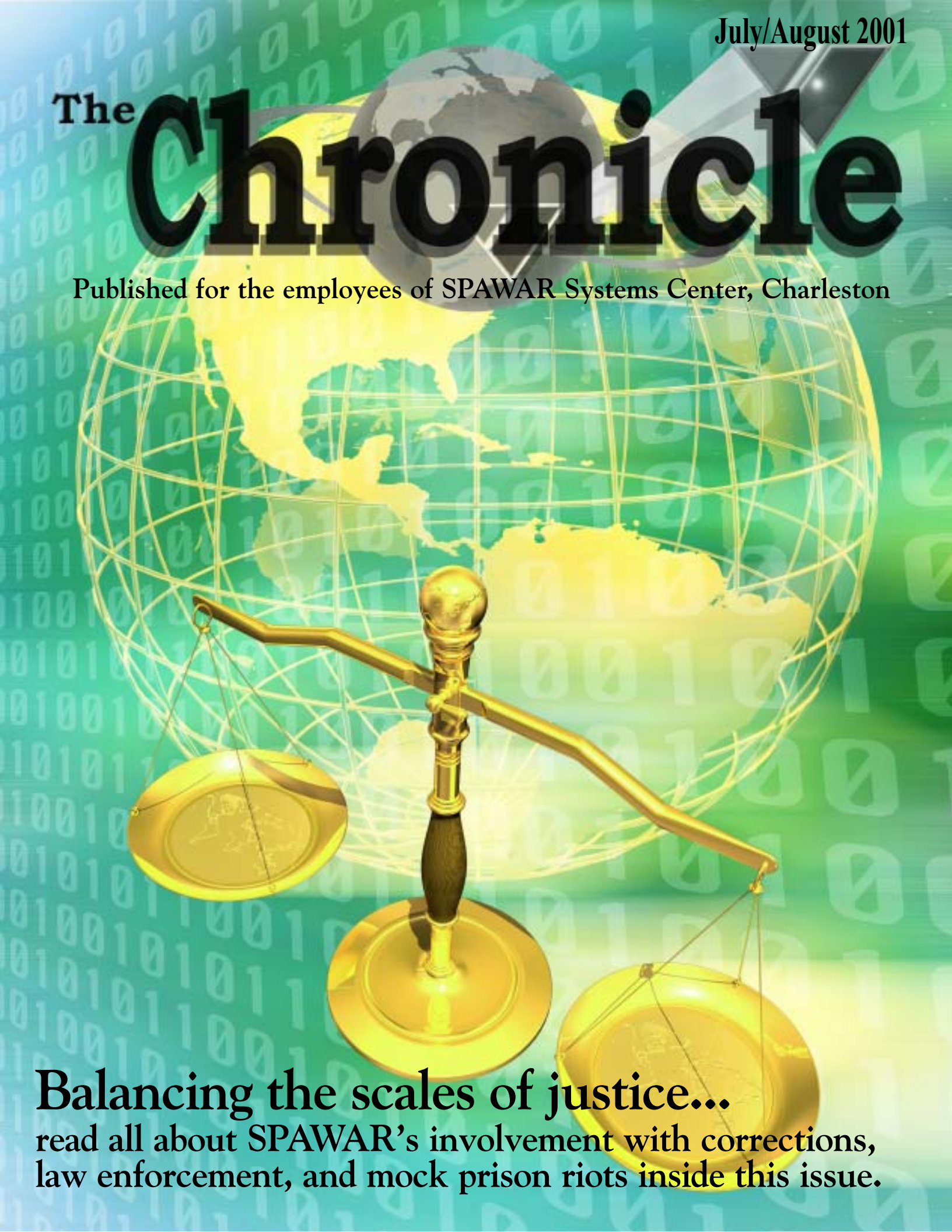
July/August 2001

The Chronicle

Published for the employees of SPAWAR Systems Center, Charleston



Balancing the scales of justice...

read all about SPAWAR's involvement with corrections, law enforcement, and mock prison riots inside this issue.

The Chronicle

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SSC Charleston's Mission —
What we do

We enable knowledge superiority to the warfighter through the development, acquisition, and life cycle support of effective, capable and integrated C4ISR, IT, and Space systems.

SSC Charleston's Vision —
Where we want to be in the future

We will become the premier provider of C4ISR, IT, and Space capabilities.

**Commanding Officer,
Captain Nancy L. Deitch,
United States Navy**

Editor: Lynda Silvers

Photographer: Harold Senn

***The Chronicle* is a bimonthly publication designed for SPAWAR Systems Center, Charleston's employees. Its purpose is to inform, educate, entertain, and generate new ideas. An official publication, *The Chronicle* is printed on recyclable paper using appropriated funds in compliance with Navy Publications and Printing regulations. Contents of *The Chronicle* are not necessarily the official views of, or endorsed by, the U.S. Government, the Dept. of Defense, or the U.S. Navy.**

Submissions for publication in *The Chronicle* should be sent to the editor, Code 0A6LS, at the above address, or e-mail to silversl@spawar.navy.mil. The Chronicle reserves editorial privileges with all submissions.

***The Chronicle* can also be viewed from our web site: www-chas.spawar.navy.mil.**

Captain's Call

By Capt. Nancy L. Deitch, USN
Commanding Officer

S⁴P

We've seen Rear Adm. Slaght's *Rules of the Net*. This month I want to take this opportunity to share thoughts on some of my favorite rules.

Safety. This is everyone's responsibility — not just those of us actively engaged in shipboard installations. Our business carries with it some inherent risks, but taking shortcuts because it is convenient too often results in personal injuries, and/or equipment damage, which can cause delayed schedules and increased costs. So, be careful and be safe.

Security — another "s" word that is everyone's responsibility. Today's automated environment makes access to information much easier — for everyone; including those you prefer not have access. Failure to follow prescribed security procedures, deliberately circumventing safeguards, or neglecting to install security upgrades, places us at risk. Be aware of where and how you discuss business-sensitive information.

Satisfaction. As a working capital fund activity, our reputation is built on being able to offer our customers a quality product at a fair price. That means we deliver what we promise and we stand behind that product to work as advertised. Changes along the way are formalized in writing with the sponsor, so that at the end there are no issues. Satisfaction comes when testing is complete and thorough.

Supervision — the CNO addressed this in his August 2000 NAVOP on assuming the watch. "We are bound to a voluntary covenant to our country and to each other, up and down the chain of command. As part of that covenant, leaders promise respect, clear direction, meaningful work and the tools and training to do that work, recognition for a job well done, and opportunity for personal and professional growth." Supervision is active. Good supervisors are constantly engaged, not just twice a year during performance appraisals. Supervision means paying attention and taking an interest in your people.

And then, there's **Pride** — pride in being able to serve this great country and the U.S. Navy — in doing challenging, exciting work; and in making the CNO's goals of Current Readiness and Future Readiness a reality. There isn't a day that goes by that I'm not excited about coming to work in the morning.

Congratulations to CWO2 Colden for his selection to CWO3 and to Lieutenants Eimers, Emerson, and Watson for their selections to Lieutenant Commander.

TDMIS interface saves ship repair facility millions

By Bill Sax
Head, Client/Server Engineering and Local Systems Support Branch (J441)

SSC Charleston's Jacksonville Office, at the request of Port Hueneme Division, Naval Surface Warfare Center, Naval System Data Support Activity (NSDSA), recently developed an electronic interface for reconciling Ship Repair Facility (SRF) technical manual libraries when Battle Force Groups change command.

Previously, the SRF conducted a labor-intensive process to verify and upgrade technical manual libraries each time Battle Force Groups changed command. Ship repairs were delayed because current technical manuals were not available. The Technical Library Management System (TLMS), developed by SSC Chesapeake in Virginia and used by the SRFs, did not always portray the most current information. Delays and inaccuracies were also encountered at Intermediate Maintenance Activities, shore-based activities, aircraft carrier Maintenance Support Centers, and CG 47 and DDG 51 class combatants during transition and inventory upgrades. Requisitions (DD Form 1348) were manually generated for all technical manual revisions or changes identified by the comparison. Yearly costs averaged just under $16 millon.

To improve this costly and time consuming process, NSDSA, SSC Charleston's Jacksonville Office, and SSC Chesapeake, partnered to create a new method for inventory comparisons. Technical Data Management Information System (TDMIS) team leaders **Allie Ryan** and **Bob Studer**, along with assistance from **Bill Bryant**, **Ed McDonough**, and **George Randolph**, automated the new verification process - dramatically enhancing fleet support, which resulted in significant cost savings Navy wide.

Now, the new electronic interface compares technical manual library inventories with data contained in the Technical Data Management Information System (TDMIS). The ability to conduct inventories in a timely and efficient manner is now accomplished with relative ease using the automated comparison process developed by the three activities. The electronic interface between TDMIS and TLMS provides same day or overnight data comparisons. TLMS electronic requisitioning of all out of stock technical manual revisions can be done in a matter of minutes. Since implementing the process, NSDSA has not sent "stop work" avoidance publications to any SRF.

Allowing for the costs of development and implementation, anticipated savings should still be almost $15 million the first year. Out-year savings will exceed this figure as the system enters into a maintenance mode with total savings approaching $90 million dollars over the next six years. Automating the verification process reduces upgrading costs, enhances Battle Force Group readiness, as well as results in significant cost savings for the fleet. TLMS is currently installed in 100 ships and shore activities bringing this efficiency to a larger section of the Navy.

If you'd like further information, contact **Bill Sax** (J441) in our Jacksonville office at 904-542-6029; or **Robert Graham** at NSDSA (J5E30), 805-228-0349.

ESF earns ISO 9001 registration

By Scott Crellin
Head, Engineering Support Facility Division *(J62)*

On July 24, the Engineering Support Facility Division (ESFD), successfully passed a major milestone — accreditation by the American National Standards Institute (ANSI) as quality assessors. ANSI certified the ESFD Quality Management System complies with the International Quality System Standard ISO 9001 and Q9001 (1994). ISO (International Organization for Standardization) is a worldwide federation of national standards bodies from 130 countries who have put in place the 9000 series of quality standards to represent an international consensus on good management practices with the aim of ensuring that an accredited organization can repeatedly deliver products and/or services that meet customer requirements.

The initiative to obtain ISO 9001 certification began over 18 months ago through the vision of **James Ward**, head of the Command and Control Systems Department (J60), and under the leadership of **David Sports** (former head of ESFD, and now retired). Effort continued under **Kenneth Slaughter's** direction who oversaw the development of our initial Quality Manual. There has been a flurry of activity over the last seven months as **Harriet Bechtol**, **Debbie Chesser**, **Alan Sparks**, and **Buddy Thomas** led the effort to ensure that the Quality System was in place and operating effectively.

The real credit for this accomplishment goes to all government and contractor personnel who work for, or team with, the ESFD. Certification was only possible if every single teammate understood the Quality System, and operated within its guidelines.

The scope of our registration is: The ESFD provides engineering analysis and design, repair, fabrication, hardware and software integration, calibration, installation, and logistics products and services to the Department of Defense and other Federal Government sponsors. All efforts undertaken by the ESFD personnel, including contract personnel performing tasking under direction of the ESFD, fall within the scope of this registration with the exception of: The Precise Time and Time Interval Laboratory; personnel on *loan* to other SPAWAR organizations where those personnel are not providing products, services, or support under the direction of or for the ESFD; and purchases made outside of the Government Purchase Card Program.

Tactical e-mail capabilities available to the world afloat

By David Lutzow, High Frequency Communications Branch (J 531)

Background

In recent years e-mail has become an integral form of communication within the business and academic communities, and is rapidly spreading throughout the shore based defense establishment. Even though a few of the larger U.S. Navy and Allied ship platforms and shore sites have local area networks, ship-to-ship connectivity has been limited, and has not been generally available, between ships when deployed. Efforts at network-centric personal computer to personal computer message exchanges between ships have been limited by communication capabilities. Information technology, however, has now advanced to the state where integration of computers and radios has become possible.

The Battle Force Electronic Mail (BFEM 66) system was developed at the request of Chief of Naval Operations (CNO) N-6 and SPAWAR in an effort to provide better inter-ship connectivity at minimal cost. The Navy required improved high frequency data systems capable of automated Internet protocol based transfer using a high-speed modem for high frequency data transfer over terrestrial radio frequency media. To support operations "Forward from the Sea," it is essential to provide the Battle Group/Amphibious Ready Group commander the capability to interface readily with his forces for the purpose of collaborative planning, force readiness management, and force morale and welfare in both national and allied/coalition environments.

Cmdr. James Dale, CNO, chaired the November 1999 Allied Interoperability Working Group meeting. The working group's priority was to establish a secure tactical e-mail system separate from the IT-21 NIPR and SIPR networks. BFEM 66 fills this critical need. An integrated product team was assembled by the SPAWAR program office with government representatives from Integrated Logistics Support, Information Systems Engineering, In-Service Engineering Activity, and representatives from industry. The integrated products team has promoted an interchange of ideas between government and industry, has accelerated new technology infusion, and has maximized the use of commercial-off-the-shelf/non-developmental item hardware and software.

System description

The BFEM 66 system is a commercial off-the-shelf /non-developmental item solution to allow digital data exchange over existing cryptographic and high frequency assets between U.S. and allied/coalition units operating at sea.

Meet the team

SPAWAR PMW-179 established a rapid acquisition and installation team consisting of Capt. Craig Madsen**,** Vic Popik**,** Rob Wolborsyi**,** Lt.Cmdr. Jim Stein**,** Felix Zamora**,** Dave Ritch**,** and Sal Causarano**.** Development and system engineering was performed by Jose Ramos and Mark Clawson, SSC San Diego (D846). SSC Charleston personnel (J531) were established as the lead activity for system acquisition, integration, and technical support. They are **Ferris Stewart, Lindell Edwards, Kurt Taylor, Dave Lutzow, Lisa German**, and **Rick Hill. Steve Nielson** (J541) provided ILS

Tactical e-mail

Continued from previous page

support.

Ferris Stewart, head of the High Frequency Communications Branch (J531), saw the opportunity early in fiscal year 2000 to fill a critical need to provide leadership in acquisition, integration, and ISEA services for the fledgling program, and aggressively marketed the "can-do" capabilities of SSC Charleston to SPAWAR Headquarters PMW-179. His efforts have paid off handsomely, and BFEM 66 is quickly becoming a worldwide "must have" technology. "This has truly been a team effort," Ferris said. "Everyone pulled together and gave 110 percent to bring this project home in order to make BFEM 66 a reality. A little over a year ago, BFEM 66 was just a concept. It has been installed on over one hundred U.S. Navy ships, and several NATO nations, and plans are in place to install it on most of the remaining U.S. Navy platforms in fiscal year 2002/03. The future looks very bright for BFEM 66 and this talented team," Ferris said.

Outlook for the future

Various levels of interest in BFEM 66 have already occurred in nine allied countries, and increased foreign sales of BFEM 66 systems are anticipated. Discussions have been held with all service branches to facilitate installation of BFEM 66 systems. The Air Force SCOPE Command has tested the BFEM 66 functionality successfully on an AWACS aircraft and intends to implement the capability at their earliest opportunity. The Coast Guard currently is procuring and installing BFEM 66 on some deploying cutters. The Marine Corps has expressed interest in acquiring a system to provide communications between the Landing Force Commander and troops ashore. The Army National Guard has held discussions with the Navy regarding the system's intended utility. Interest has also been expressed by the U.S. Navy submarine community for lap top versions of the BFEM 66 system. With all of this interest, the future truly does look bright for the Battle Force Electronic Mail System.

Do you know...

the CNO's top five priorities for the Navy?

1. Manpower
2. Current Readiness
3. Future Readiness
4. Quality of Service
5. Alignment

What do they mean? Find out at http://www.chinfo.navy.mil/navpalib/cno/cno-top5.html.

Design integration testing reduces interoperability risk

By Ken Ayers, Glen Hoffman & Charmaine Narciso-Jiao
LPD 17 Test Team, Systems Integration Branch (J333)

The LPD 17 San Antonio class — the first amphibious ship designed for the 21st Century — continues on the leading edge of new product and process innovations in all areas of acquisition. The LPD 17 test team adopted a new approach to test program coordination and management. Current trends such as fiscal conservancy, technological leaps, and labor shortfalls have highlighted the necessity of doing it smarter and getting it right the first time.

The LPD 17 test team melds the traditionally separate test activities of the government and shipbuilder into one coordinated effort, while still allowing each to maintain the responsibilities of their respective domains. The entire LPD 17 test team is committed to the planning, design, and delivery of fully tested and operational ships.

For any acquisition test program, there are two principal test philosophies: Developmental Testing (DT) and Operational Testing (OT). DT's primary emphasis ensures the ship is capable of performing its mission based on the satisfactory demonstration of established critical technical parameters. OT determines the effectiveness and suitability of a system under operationally realistic conditions and determines if the minimum acceptable operational performance requirements (as specified in the Operational Requirements Document) have been satisfied. The LPD 17 test team reinvented this approach, implementing both test philosophies. Enter the concept of Design Integration Test (DIT).

DIT, a tri-level testing process of selected combat and electronic systems, verifies software/system integration prior to installation aboard the amphibious ships. DIT is accomplished in three levels: individual systems, groups of systems (system test groups), and as a single ship system. DIT provides an opportunity to test the interoperability of ship systems prior to their installation aboard the ship. This is accomplished by connecting ship systems through a land based test network — verifying interoperability performance and design development of government furnished equipment with contractor furnished equipment.

In the traditional Shipbuilding and Conversion, Navy process, interoperability testing of a new ship's systems occurred after the systems were delivered and installed as part of the Stage 5 DoD-STD 2106 Ship Test Process. As a result, interoperability problems were not identified early enough to resolve, causing either a delivery delay or extensive ship alterations after turnover. The Naval Sea Systems Command LPD 17 Program Management Office (PMS-317) incorporated the DIT concept into the LPD 17 program to identify and possibly mitigate problems before delivery.

NAVSEA tasked SPAWAR to support DIT for C4ISR systems — the Global Command and Control System-Maritime, Naval Tactical Command Support System, Advanced Digital Network System, and Navy Modular Automated Communications System II PC Variant (NAVMACS II PC) — on the shipbuilder's Ship Wide Area Network (SWAN). SPAWAR 053 selected SSC Charleston's Systems Integration Branch (J333) as the DIT test director. We coordinate the inte-

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Team wins Acquisition Award


Bob Abernethy

Bob Abernethy and **Jakki Rightmeyer** of the Department of the Navy Information Technology (DoN-IT) Umbrella Program (J6411) in Norfolk, Va., received the Fiscal Year 2000 Competition and Procurement Excellence Award at a ceremony on July 25 at the Pentagon. The award, received as recognition and appreciation of their outstanding contribution to the promotion of competition and innovative procurement, was earned as a result of their membership on the Enterprise Licensing Team, which puts together the Enterprise Software Initiative contracts.


Jakki Rightmeyer.

New fleet learning resource center opens

By FISC Public Affairs

Norfolk, Va. (NNS) — The Navy's newest Fleet Learning Resource Center recently opened at the Fleet and Industrial Supply Center (FISC), Norfolk Naval Station.

The center was developed from a partnership between the chief of Naval Education and Training, Fleet Training Center Norfolk, Local Training Authority Hampton Roads, FISC, and the Naval Education and Training Professional Development and Technology Center Information Technology Unit.

"We must let our sailors know that this facility is for them and that it is open for their dependents as well," said Rear Adm. Paul O. Soderberg, director of logistics, U.S. Atlantic Fleet, guest speaker at the opening of the center.

Capt. Bill Kowba, commanding officer, FISC, said, "Our sailors cannot be left behind. We have to bring outside technology to the fleet so that our sailors can become a part of those whom remain on land."

Through the use of this center, fleet sailors can now receive refresher training and work on their continuing education interests by way of computer-based instruction offered in two automated electronic classrooms.

Each of these two classrooms contains state-of-the-art computer and audiovisual training technologies with 24 computer workstations, two instructor workstations, smart board technology, self-paced educational products and internet and e-mail access.

For more information, go to http:/www.lta-hr.navy.mil or call Kim Laurent at DSN 565-0880 or 757-445-0880, ext. 3087.

Business Services Department regroups

A Feb. 26 memorandum from the Office of the Assistant Secretary of the Navy, Financial Management and Comptroller, directed SPAWAR to move the comptroller offices within the Systems Centers into a separate department, reporting directly to the front office. What this means is a major overhaul for the Business Services Department (J10).

Effective Aug. 26, **Terry Watkins** (formerly J10) became SSC Charleston's business manager (J09A), with the Materiel Division, led by **Will Johnston** (formerly J13), as J09A1. The Contracts Division, led by **William Paggi** (formerly J11), is now J02, and the Finance Division, led by **Freddie Hicks** (formerly J12), is now J01. These code changes now correspond to their counterparts at SPAWAR headquarters.

The Procurement Analyst staff, formerly J11B, is disestablished with its employees moving to the **new** codes 02A and 021.

The Budget and Statistics Branch (J121), the Cost Accounting Branch (J122), the Process Accounting Branch (J123), and the General Accounting Branch (J124) have been consolidated and restructured into three branches: 011, 012, and 013.

Our Financial Branches in Washington (J125), Norfolk (J126), Jacksonville (J127), and Pensacola (J128) have been renumbered to 015 through 018, respectively.

eBusiness Knowledge Fair

Thursday, August 30, 2001 — 9 a.m. to 4 p.m.
Washington Renaissance Hotel, 999 Ninth Street, NW, Washington, D.C.

The DoN eBusiness Knowledge Fair 2001 will showcase more than 100 successful eBusiness and Knowledge Management initiatives across DoN, DoD and industry. It provides an opportunity for the DoN, the DoD and the entire Federal Government to:

- explore emerging eBusiness and Knowledge Management technologies and business methods for creating a knowledge-centric organization.
- Share innovative and effective eBusiness and Knowledge Management concepts, strategies and tools.
- Forge new partnerships through Communities of Practice to advance eBusiness and Knowledge Management technology and methods.

Complete fair information and registration is available at www.don-imit.navy.mil/ebkfair2001. It is free and open to all government employees, contractors with government badges and their escorted guests. For additional information please contact the event coordinator at wes.blankinship@bcinow.com or 703-941-0600. Register today!

All attendees must show a government badge or be escorted by someone with a government badge to be admitted to the fair.

Contracting folks expand role as business advisors

By Joliene Bowers
Deputy Director, Contracts Division (J02)

In 1995, SSC Charleston received unlimited contracting authority — along with the majority of the contracting folks from the now closed Fleet and Industrial Supply Center, Charleston. From the beginning, we decided to locate the contracting people within the technical codes they supported. This was a major departure from what we were used to, but it has proven to be very insightful. We have reaped many unanticipated benefits because of this structure. It opened the door to understanding and cooperation, which never existed before, between the contracting and the technical departments. We have become a TEAM.

The Contracts Division strives to support the warfighter by providing our customers with effective business solutions. We want to anticipate our customers' needs and exceed their expectations by providing cost-effective, responsive-quality contracting through innovative acquisition techniques and business strategies. We can accomplish this by continued open communications with the technical codes we support, and early involvement in the acquisition process.

We continuously strive to streamline and improve the process so our customers will have the contracts they need to support their customers. The sooner we are aware of a requirement, the quicker we can put plans in motion. We can even accompany our customers (SSC Charleston employees) to meet their customers or sponsors. We encourage you to discuss your requirements with the cognizant team leader before putting pen to paper (preparing a purchase request package). If there is a firm requirement, the team leader will assign a specialist to assist in the package preparation.

We also want to become more involved and expand our role as our customers' business advisor. For example, we want our contract specialists to be an advisor to the Technical Evaluation Boards (TEBs). The specialist will assist in the process to ensure that evaluations coincide with the criteria stated in the solicitation, and will help provide useful information to the TEBs. We will also begin cost evaluations earlier by having a second specialist work on evaluations while the TEB is in session.

The Contracting Division processes approximately 8,619 actions per year, which represents an estimated expenditure of $1 billion. Our goal is to continually improve the acquisition and contracting process, to gain greater efficiencies, and provide superior service to our customers.

Contracting Division POCs:

William Paggi, director, Contracts Division, 843-218-5110; **Joliene Bowers**, deputy director, Contracts Division, 843-218-5911; **Paulette Dillard**, Contracts Branch manager, 843-218-5916; **Donna Murphy**, team leader (J30), 843-218-5919; **Bob Meddick**, team leader (J50), 843-218-5954; **Kathy Breitkreutz**, team leader (J60), 843-218-5933; **Lisa Rosenbaum**, team leader (J70), 843-218-5982; **Lou Ann Salmon**, team leader (Norfolk, St. Julians Creek), DSN 578-6640; **Patti Starke**, Simplified Acquisition Branch manager, 843-218-5943; **Carolyn Horne**, National Capital Region's branch manager, DSN 325-1008; Velva Davis, Norfolk's branch manager, DSN 656-9281; and **Diane Chesterfield**, Pensacola's branch manager, DSN 922-7743.

Stricter base entry rules enforced

By Debbie Strickland
Security Office (J0A1DS)

As of July 16, the Charleston Naval Weapons Station began enforcing base access regulations (WPNSTA-CHASNINST 5560.1). Since we are tenants on a military installation, we must abide by the host's regulations. In view of this, SSC Charleston Security Office provides the following information.

If you are expecting a visitor you **MUST** notify the Security Office in **WRITING** (either by email, or fax to 843-218-4045) that you are expecting a visitor — even if it's only for a few minutes. You must include the visitor's name, company affiliation, dates of visit, and the SPAWAR point of contact's name and telephone number. This information must be provided to **Marie Metts**, **Lee Ann Marrale**, or **Debbie Strickland** in the Security Office at least **24 hours prior** to the visit. In the event one of these individuals is on leave, we suggest you address your correspondence to all of them. The security office will compile and send a daily list of all expected visitors to the Weapons Station. If you wait until the very last minute to notify security, your visitor can expect a delay at the gate until the Weapons Station's pass office obtains the required information — phone calls to the pass office will not be accepted. The pass office must have written authorization from our Security Office before allowing a visitor to enter the installation. This could be a very embarrassing experience for you and your visitor. This requirement also applies to conferences and meetings. If you are planning a meeting, you must fax or email the attendee list to the individuals named above 24 hours prior to the meeting.

If you are an employee or a contractor, ensure that you renew your badge prior to its expiration date to avoid a delay at the gate. If you forget your badge, it's possible that you will be detained until official confirmation of your employment is received.

If you are expecting new contract employees, the contractor Facility Security Officer must provide the names of those new employees to the SSC Charleston's Security Office for forwarding to the Weapons Station. Our office will make every effort to notify each contracting office, however, we ask that you also notify the companies you work with.

(Note: NWS Traffic Instruction can be found on CorpWeb on the Security Bulletin Board. Questions may be directed to Security Office personnel at 843-218-6886.)

Slaght meets with all hands at Tidewater area offices

By Sharon Anderson and Nancy Reasor

SPAWAR employees in the Tidewater area welcomed Rear Adm. Kenneth D. Slaght, Commander, Space and Naval Warfare Systems Command to Tidewater July 16, 2001. Rear Adm. Slaght met with military and civilian employees of SPAWAR components, in the Tidewater area at the Chesapeake (Virginia) Conference Center. Rear Adm. Slaght emphasized that his purpose for the All Hands Meeting was to ensure that each employee understands the importance of the SPAWAR main focus areas under his leadership — the SPAWAR Corporate Strategic Plan, Enterprise Resource Planning (ERP) and the Chief of Naval Operations (CNO) Top Five Priorities. Complete information relating to all of these programs is available on the SPAWAR Corporate Web at http://enterprise.spawar.navy.mil/spawarpublicsite/).

Rear Adm. Slaght explained that the SPAWAR Strategic Plan is a road map for SPAWAR. It provides corporate-wide overarching guidance and goals that define where we want SPAWAR to be in 2005 and a plan on how we will get there. The purpose of the plan is to: improve mission performance, achieve our vision for the future, tell our story to our customers, stakeholders, and partners, and to motivate and educate the SPAWAR workforce. Rear Adm. Slaght expressed that we must do this because the nature of our business is rapidly changing and we MUST change if we are to continue to provide the excellent service our customers expect. Success requires an "All Hands" effort. Each one of us must ask ourselves, "What have you done for the fleet today? What have you done to support the corporation today? How well do you understand where the corporation needs to go?"

Rear Adm. Slaght continued with "The Rules of the Net." He described the Network as *Everything* in our business. The rules represent the essence of who we are and how we'll work together in the future. Our personal favorites are Rules No. 10 and 11:

No. 10. Have a passion for excellence

- Love what you do
- Hate bureaucracy (challenge rules or processes that slow execution or fail to add value)
- Systematically reexamine, update and streamline processes
- Initiate planned abandonment regularly by asking: "*If we knew what we know now, would we have initiated this program, product or organizational structure?*"

No. 11. Enjoy the journey! If we're not having fun then we're not doing it right!

Rear Adm. Slaght shared the e-mail he sent to the Vice Chief of Naval Operations (VCNO) regarding the SPAWAR number one priority of improving readiness**.** Rear Adm. Slaght outlined his "Elevator" Speech. He said that if he had five minutes with the VCNO in an elevator, he would tell him about the SPAWAR actions regarding improvement of current and future readiness including putting prototype systems to sea, working closely with Task Force Web (TFW) to align 52 SPAWAR systems for Web deployment by November 1, 2001, and providing technical and internal support to TFW. Further, Rear Adm. Slaght said he is working for better alignment of SPAWAR programs to enable implementation of FORCEnet. (For more information on FORCEnet, go to the CNO, Strategic Studies Group (SSG) Web site at http://www.nwc.navy.mil/ssg/ or the SPAWAR Web site at http://enterprise.spawar.navy.mil/spawarpublicsite/).

Some of the topics Rear Adm. Slaght tackled during the question and answer session were:

☐ **Civilian Workforce.** Regarding a reduced civilian workforce due to reductions in military workforce, aircraft, ships, etc., Rear Adm. Slaght said, "We must take a balanced approach in doing this successfully." In response to the challenge from CNO to refresh, recruit and retain civilian personnel, SPAWAR is actively engaged in a strategic plan to meet this challenge. Part of the strategic plan regarding the civilian workforce includes a 360-degree civilian performance evaluation pilot program—in this program supervisors are not only evaluated by their supervisors but by their peers and subordinates as well. In response to a concern regarding a perception that younger employees are promoted in a higher disproportionate number to older employees, Rear Adm. Slaght said we must analyze the metrics for promotions by demographic categories and communicate these results to employees.

☐ **Fleet Readiness.** In response to questions regarding future and current readiness, Rear Adm. Slaght said he is working closely with the fleet for improved budgeting methods and initiatives to meet fleet needs.

☐ **On how to move forward as a workforce in meeting the goals of the Strategic Plan** — Rear Adm. Slaght directed the workforce to move horizontally across the organization and stop competing against ourselves. He also said we must eliminate stovepipes — they cost too much.

In conclusion, Rear Adm. Slaght thanked everyone for attending and promised to keep the lines of communication open. He also invited personnel to e-mail him with suggestions and comments. He said that he was very gratified by the feedback generated by All Hands meetings.

Don't miss *CHIPS* exclusive interview with Rear Adm. Slaght in the *CHIPS* Fall 2001 issue. You will be truly inspired by his dedication to duty, loyalty and vision for the future of SPAWAR.

Poole wears three 'hats' for USSOCOM

By Lynn Lair
Information Warfare Exploitation Systems Engineering Division (J71S)

Andy Poole is a technical specialist in the Information Warfare Exploitation Systems Engineering Division (J71). Since last fall, he has been the onsite SSC Charleston representative to the United States Special Operations Command (USSOCOM) and provides full spectrum support — including In-Service Agent and Software Support Agent for new program requirements, plus serving as the single point of contact for their Joint Threat Warning System. The USSOCOM Program Manager for Intelligence recently assigned greater authority to J71, and so now, Andy wears three hats. He is the Foreign Comparative Testing (FCT) project manager, the Defense Cryptologic Program (DCP) resource manager and the Small Business Innovative Research (SBIR) program coordinator.

The FCT project is a multimillion dollar program funded for the evaluation of world-class, foreign manufactured, non-developmental items. Over the last two years, USSOCOM has received over $43 million from the FCT program to support Special Operations Force (SOF) acquisition programs. Each year, various commands, theater Special Operations components, government labs, etc., generate requests for FCT funding for acquisition programs that have identified foreign manufactured items as a potential solution. FCT project proposals are forwarded to the Office of the Under Secretary of Defense for funding. For fiscal year 2002, USSOCOM is submitting eight new proposals — totaling approximately $11.25 million. Andy coordinates FCT submissions, drafts project proposals, lobbies funding, and oversees the execution of all program objectives (including technology research, testing, procurement, and foreign travel).

The DCP develops dedicated Signals Intelligence capabilities needed to give the joint warfighter the information edge to successfully execute their widely diverse missions. DCP provides support in the indications and warning, targeting, force protection, battle damage assessment, electronic support, and information operations arenas. J71 is responsible for the comprehensive management of all SOF tactical threat warning investment programs — research, development, testing, and evaluation, as well as procurement initiatives. Additionally, the Secretary of Defense and Naval Security Agency requested that USSOCOM ensure interoperability between existing and future tactical threat warning systems, connectivity between national and tactical systems, and modernization of tactical systems to keep pace with advancing target technologies. This interoperability, connectivity, and modernization provides support to the warfighters as they face new and exciting challenges in their roles as peacekeepers, sustenance providers, treaty monitors, and combatants.

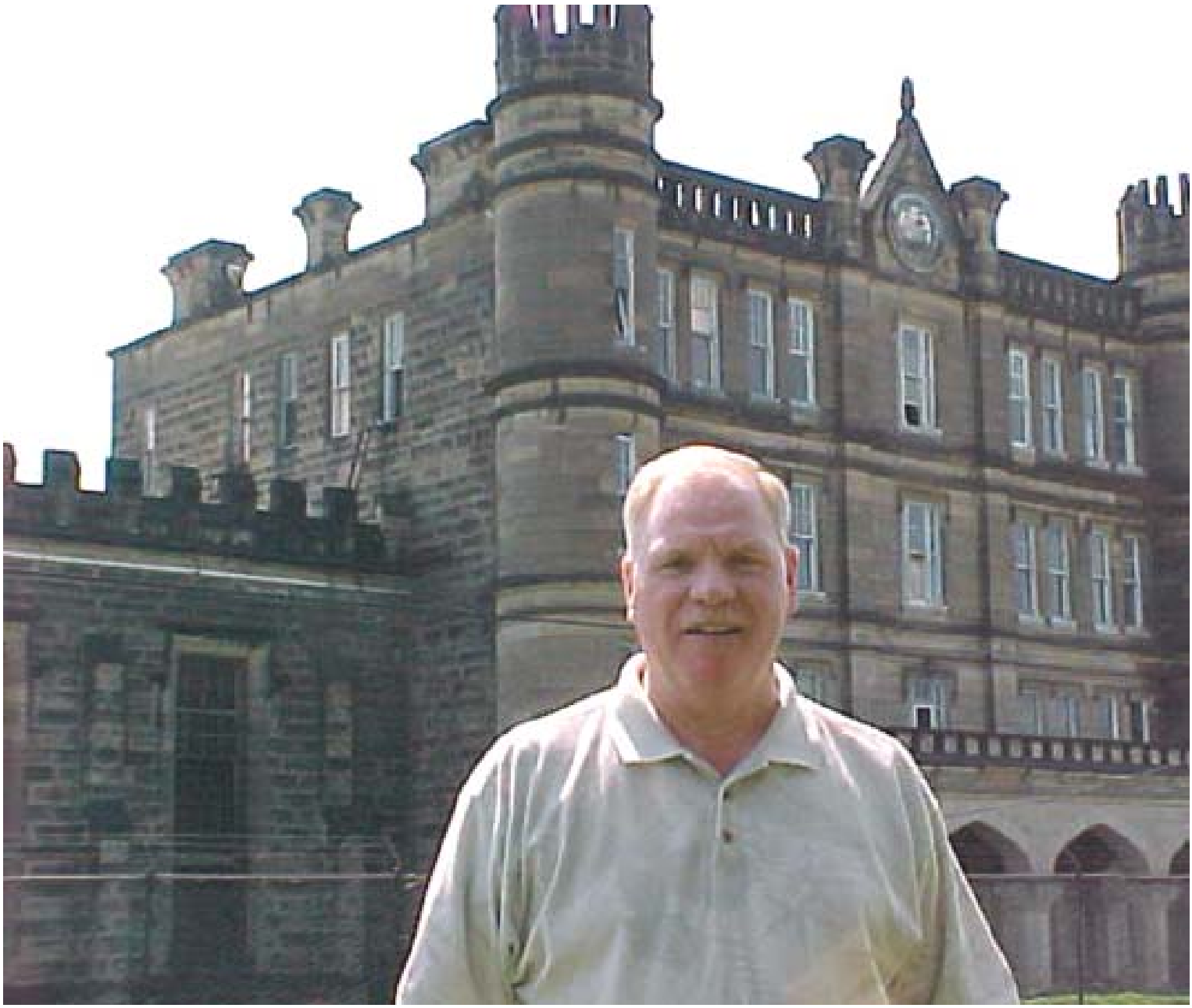
The SBIR program allows small businesses (less than 500 employees, or less than $20 million annual sales) to compete for technological solutions of documented SOF acquisition requirements. The SBIR program is closely aligned with USSOCOM's Technical Development and Advanced Technology directorates and encourages companies to develop innovative solutions that have defense and commercial applications. J71 oversees early-stage research and development projects and coordinates the technological solutions. The SBIR program can provide up to $850,000 to each small technology company (or individual entrepreneurs) that successfully competes for SOF advanced technology projects. Each year five to ten new SBIR projects are awarded. Presently, the Program Manager for Intelligence manages nine SBIR projects valued at $7.2 million.

J71, along with Electronic Warfare Associates, recently demonstrated a prototype of the JTWS body-worn system at Fort Carson, Nevada. This prototype, one of the many variants of the JTWS, is sponsored by the USSOCOM and is being tested by members of the U.S. Army Special Operations Command in Fort Bragg, N.C. The body-worn system, both lightweight and reconfigurable, is capable of manual and automated receiver control and contains a global positioning system unit for navigation purposes. Future upgrades will provide additional functionality, reduce weight, and extend the battery life. These systems were so well received during the initial user transition at Fort Bragg, that both the Naval Special Warfare Command and the U.S. Army Special Operations Command requested, and obtained approval, to operationally deploy these systems immediately and agreed to provide user feedback. SSC Charleston's Joint Threat Warning System team (an evolutionary development effort) provided initial training and support mechanisms to the end users, whose operational feedback will help refine system requirements.

Another exciting project is NineIron — a J71-designed and integrated system that replaces an existing threat warning and detection system used by 7th Special Forces Group at Fort Bragg. Sponsored by USSOCOM, this system is a quick reaction capability and replaces an older, failing system. NineIron was designed, integrated, and delivered in just seven months.

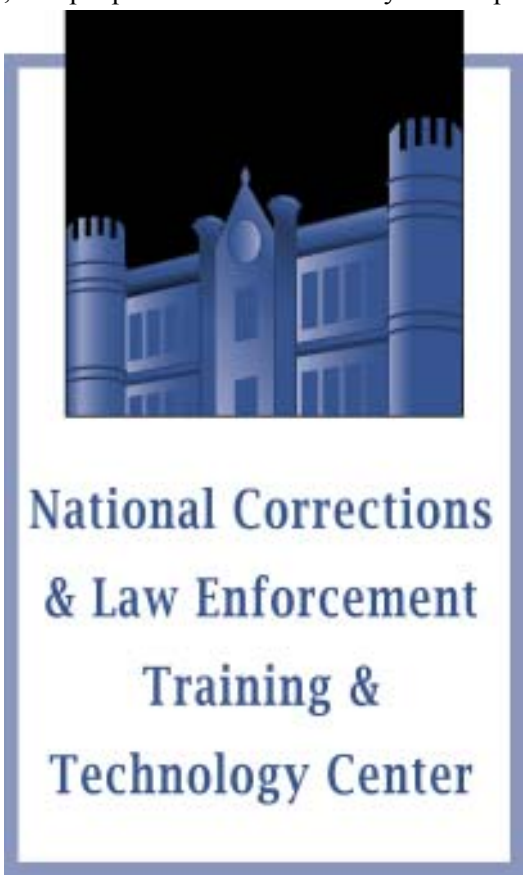
Continued on page 23

19th century prison gets new lease on life and new purpose



Steve Morrison, executive director of the newly formed National Corrections and Law Enforcement Training and Technology Center in Moundsville, West Virginia, stands in front of the impressive castle-like building, which is now used to train law enforcement and corrections personnel.

What comes to mind when you think of bullet-proof jackets, heartbeat detection systems, portable holding cells, crowd control, prisoner extraction, crime-mapping, and prison riots? I picture crime, criminals and jail — bad guys. Certainly not on my list of things to do, places to go, and people to meet. But these are common, everyday tools, occurrences, and associations in the lives of law enforcement and correction officials. And fortunately, at least for the good guys, there's now a place where those officials can get some honest-to-goodness, real-life, hard-core training.



Approximately 1,400 people, most associated in some way with law enforcement and the corrections industry, recently assembled in Moundsville, West Virginia, for the sixth annual Mock Prison Riot — six days of intense real-life scenarios, including hands-on training with the latest technologies and police strategies. And our very own **Steve Morrison** is at the center of it all.

For the past year, Steve has been a *loaned executive* to the Moundsville Economic Development Council (MEDC), and most recently, to the brand new National Corrections and Law Enforcement Training and Technology Center — a facility born out of the Mock Prison Riot exercises — which Steve is guiding to fruition. Appointed executive director of the Center, with complete operational control to ensure the proper development and operations, Steve reports to a board of directors comprising national leaders in corrections, law enforcement, technology transfer, academia, and nationally recognized business leaders.

Steve came to SPAWAR in 1995 from the Naval Consolidated Brig where he was the chief of security. Some of you may remember the article about Steve and his work with the National Law Enforcement and Corrections Technology Center (NLECTC), Southeast Region, a part of SSC Charleston's Surveillance and Systems Engineering Department (J30), in the November 1998 issue of *The Chronicle*. Steve served as the deputy director for corrections, handling all corrections issues (e.g., questions, requests for assistance, technology assessments, and outreach help), and was the primary focal point for all National Institute of Justice corrections work.

As the only federal employee with his vast knowledge and extensive experience in the corrections field, Steve was a natural choice when the opportunity arose to build a one-of-a-kind national training and technology center. One that would provide low-cost, quality training specifically developed for the corrections and law enforcement practitioner.

This project began as a gleam in the eye of U.S. Representative Alan B. Mollohan (D-W.Va.) as an effort to rejuvenate Moundsville. The West Virginia Penitentiary, built in 1866, was a vital part of Moundsville's economy; that is, until it closed in 1995. The first maximum security prison, and the oldest building in West Virginia, is deteriorated beyond the point where it would be feasible to fully renovate. Working with Congressman Mollohan, the MEDC, which is responsible for the economic development and revitalization of Moundsville, leased the prison from the state and opened tours to the public — a big success with the locals; and a small revenue for the town.

The penitentiary, rumored to be haunted from its years of desecration and death, has been the site of several movie and television shows. But such an extraordinary building has so much more to offer, even in its present state of disrepair. The unique potential within its walls lies in the ability to accommodate detailed instruction and all-out, full-scale, law enforcement-type practice. With no real inmates to be concerned about, or to witness and learn police strategies, the former prison offers a perfect action-training environment.

And so, in 1996 at the invitation of the MEDC, the National Institute of Justice (NIJ), and the Office of Law Enforcement Technology Commercialization – OLETC (a program of the NIJ) sponsored the first mock prison riot at the former penitentiary. Not only did the mock riot provide a unique training opportunity, it also allowed various vendors to showcase the latest technologies and products developed especially for corrections practitioners in a real-life setting. This was the beginning of a win-win situation for everyone — the town of Moundsville, law enforcement practitioners, and public safety across the nation. As a SPAWAR employee, Steve was part of the initial planning, and has been involved as a planner and participant in all subsequent *riots*. The annual event has been so successful in proving a real need for this type training, that a new National Corrections and Law Enforcement Training and Technology Center (NCLETTC) was born — a place which provides year-round training, not just a few days a year.

Congressman Mollohan appropriated $1 million to develop the center in fiscal year 1999. However, the MEDC needed assistance from a nationally recognized law enforcement and corrections leader to get the project off the ground. And here's where Steve really entered the picture — Congressman Mollohan's office called Steve and asked if he would consider becoming a loaned executive under the Intergovernmental Partnership Act (IPA) Mobility Program and develop the center. This is Steve's passion, and of course, he said, "Yes!" In July 2000, Steve began working full time at the former penitentiary to make year-round emergency preparedness training a reality. Since that time,

Steve has expanded the mission to include not only training for correction officials, but all of public safety — fire, emergency medical, disaster preparedness, nurses, doctors, hospitals, and hazardous material handlers.

In fiscal year 2000, Congressman Mollohan added to the $1 million another $462,000, with $492,000 allocated for 2001. The state of West Virginia also allocated $500,000 for renovation, construction and selective revitalization of the prison. The bulk of the state's grant was used to renovate the old prison industries building and to construct two new classrooms and renovate two others. There are currently five classrooms, one of which is a crime mapping laboratory and multipurpose computer classroom; and one that is a multipurpose classroom and barracks (used by tactical teams when they lack temporary housing funds). Steve says the computer lab is perhaps the most exciting. It will expand the NIJ crime mapping program by offering crime mapping, tracking, and geographic profiling courses. There are only two other NIJ labs that offer this type training — one at the NLECTC-SE in Charleston, S.C., and the other at the NLECTC-RM in Denver, Colorado.

While this training facility definitely benefits government employees — local, state, and federal — it is not a government organization. The NCLETTC is funded by the Small Business Administration and receives program income under 501c3, which is for nonprofit organizations.

Steve said, "We currently offer over 600 courses and use a pool of 250 instructors, ranging from federal law enforcement officers to state and local officers with specialties in their areas of instruction." Because of the prison's uniqueness and the obvious advantages it offers, they prefer on-site training, but a Mobile Training Team is avail-

able, and has trained over 900 students since January. Some of the training topics include, but are not limited to: accident investigation, basic peace officer training, chemical agent use, communications (i.e., 911 dispatching, communication system design, courtroom testimony, etc.), computer information, defensive tactics/subject control, explosives, firearms, human relations (i.e., child abuse and neglect, cultural diversity, domestic violence, etc.), investigations (all types — blood stain detection and patterns, arson, crime scene, etc.), management/supervision/leadership, legal, officer safety and health, and undercover operations.

A current proposal to the West Virginia state governor's office requests that all basic recruit corrections, jails, and juvenile services' classes be conducted at NCLETTC — a definite plus for the new training facility. In today's correction's environment, the rapid pace of events, coupled with the increasingly complex demands on a correctional officer, requires close coordination among those working to support numerous individuals. Given these concerns, teamwork is essential for success. In the area of technology transfer, Steve contracted with the Naval Air Warfare Center—training and Simulations Division in Orlando, Fla., to provide a Navy product called Team Dimensional Training (TDT). TDT's objective is to enhance performance through improved team processes — making a team of experts an expert team. Due to the large amount of information coming into a command center, decisions are sometimes hasty and improper, or just plain wrong, for a specific situation. TDT helps a team utilize all of its assets, from the lowest ranked person to the top when making decisions. NCLETTC is currently the only entity teaching this concept, which will greatly benefit public safety across the nation, and will also be a springboard for the facility's success.

Steve is quite excited about the technology side of the Center. He established a technology assessment program whereby vendors donate, or loan, their technologies to the Center where they are displayed in the technology demonstration room. Students use the various technologies in their scenarios and provide feedback to the vendors on the product's operation, along with any recommendations they might have for improvement.

Within his five-year plan, Steve visualizes the former prison as a national product assessment center where they will install a vendor product, test it utilizing actual practitioners, and then provide a report to the developer indicating whether or not the product performed as advertised. NIJ does a few tests like this each year, but lacks the funding to provide this service on a large scale. Steve said, "The Center is paid by the vendors to evaluate their products, which pays for the assessment. We are currently testing several new products: a two-way, non-barricaded prison door; ceiling mounted gas dispensers (to quell disturbances and riots); and an electric stun fence that is non-climbable."

Crime mapping is another intriguing part of the training program. Crime mapping is a law-enforcement approach to the concept of using technology and preexisting data about a community to predict crime patterns and trends. Taken as a whole, the crime mapping initiative involves tracking patterns in existing crime cases in order to solve and prevent other crimes. The NCLETTC is only the third facility in the nation to feature training in crime mapping, which should become a big attraction for the Moundsville Center.

If you would like more information about the NCLETTC and the unique training opportunities it offers, you can contact **Steve Morrison** at 877-625-3882, commercial, 304-843-4147; or fax 304-843-4148.

Note: *Read all about the history of the West Virginia Penitentary on the next page.*

West Virginia Penitentiary's history

Admitted to the Union in 1863, West Virginia's only penal system at that time was county jails. The Legislature directed West Virginia to house all of their convicted felons in Ohio's jails until a penitentiary could be built.

Construction of the West Virginia Penitentiary began in July 1866 with a legislative appropriation of $50,000. It was built on a ten-acre site in Moundsville of hand-cut gray sandstone quarried nearby, with walls enclosing five acres. A nearby 300-acre farm was also purchased.

By September 1874, the penitentiary had its own blacksmith, wagon, and carpenter shops, brick and stone yards, and paint, shoe, and tailor shops. The facility housed 99 prisoners at a daily operational cost of less than 16 cents per person.

In 1890, the prison population grew to 296 people in 279 cells. Around the time of World War I, the population exploded to 1,000 prisoners. By 1917, the facility had a large chapel, library, storage and ice plant, bakery, storeroom, laundry, power plant, incinerating plant, print shop, and a green house.

The prison population continued to climb, and in the early 1930s, it housed 2,357 inmates. The facility had a violent history — known as one of the bloodiest institutions in the nation, with 33 homicides and 15 suicides committed between 1959 and 1995.

In 1986, the Supreme Court ordered the facility closed. The last group of inmates transferred to other institutions in March 1995.

And today…

the National Corrections and Law Enforcement Training and Technology Center now resides in the former West Virginia Penitentiary, and is postured to provide the most valuable and realistic corrections training available in the nation.

The facility offers a variety of cell block sizes to test disturbance issues, single-cell extractions, door entry procedures, explosives and booby traps, and hostage negotiations; as well as large open areas, which are ideal for crowd-control scenarios, and delivering or extracting via helicopter. Several individual and freestanding buildings on the facility grounds are great for urban disturbance issues such as tactical entries, forced entry capabilities, crime scene evidence collection, and telemedicine. Both inside and out, the facility is also useful for rappeling from a variety of locations and provides an opportunity for K-9 team training and exercises.

Because of its current physical condition, the former prison allows for the use of munitions and other less-than-lethal technologies for structured training scenarios without fear of damaging the surroundings. Scenarios which involve flash-bangs, concentrated smoke, pepper gas, a variety of laser technologies, night vision, and weapons and contraband detection devices.

Mock Prison Riots…

have been an annual event at the former penitentiary since 1997. Just two years later, it attracted over 1,200 corrections and law enforcement personnel from 38 states and five foreign countries, which led to national recognition and the securing of $2 million in state and national funding. As a direct result of the mock prison riots and the much-needed training it offers, the National Corrections and Law Enforcement Training and Technology Center was created in July 2000, and now resides in this historic facility.

Team Dimensional Training (TDT) was born out of a program sponsored by the Office of Naval Research called Tactical Decision Making Under Stress. As part of this program, researchers at the Naval Air Warfare Center Training Systems Division investigated the question, "What makes a team of experts an expert team?" Four dimensions of teamwork emerged as being critical for effective team performance. TDT helps teams to monitor and regulate their own performance on the following important teamwork dimensions:

Information exchange involves knowing *what* to pass to *whom* and *when*. The specific behaviors included in this dimension are: utilizing information from all available resources; passing information to the appropriate persons before being asked; and providing situation updates that summarize the big picture.

Communication focuses on how information is delivered. Specific components of communication delivery include: using proper phraseology; ensuring that reports are complete (i.e., including all pieces of data in the standard order); using a clear, audible tone of voice; and avoiding excessively long, stammering, or unnecessary

communications.

Supporting behavior involves actions taken by team members to compensate for one another. These actions include: monitoring for errors and taking action to correct those errors when they occur; and requesting and offering backup or assistance to adjust workload among team members.

Initiative/Leadership focuses on behaviors that provide direction for the team. As is true of each of the four dimensions, any team member can demonstrate leadership. Behaviors included in this dimension are: offering guidance or suggestions to others; and stating clear and appropriate priorities.

The TDT process offers a structured approach for improving each of the four teamwork dimensions through performance-based training. TDT begins with a pretask brief during which a facilitator: emphasizes the objective is to improve team processes; defines the four teamwork dimensions and their component behaviors; reminds team members of previously set goals; informs the team that they will critique their own performance during the subsequent debrief; and encourages active participation.

The next step in TDT is observing performance. Instructors allow team errors to unfold naturally so the team can identify and correct those errors during assessment. Instructors then diagnose the team's performance and prepare to debrief.

A team debrief is the heart of the TDT process when a facilitator guides the team in critiquing their own performance. During this time, the facilitator recaps key exercise events, redefines TDT dimensions, guides the team's self-correction process, provides feedback, and helps goal setting.

In today's correction's environment, the rapid pace of events, coupled with the increasingly complex demands on a correctional officer, require close coordination among those working to support numerous individuals. Given these concerns, teamwork is essential for success.

Scenes from previous Mock Prison Riots

Qs&As with Jennifer Watson, head of the Computer Services Division (J64)

By Sharon Anderson
CHIPS Editor

CHIPS: We are all delighted to have you here in Norfolk and very anxious to hear your plans and vision for us. Can you talk about what some of our focus areas will be and what you are most excited about?

Ms. Watson: My vision is to be a full spectrum computer services organization that provides innovative and integrated computer solutions to joint warfighters. Our objective is to become the "computer" part of C4ISR, providing services that include hardware and software integration, technical specifications and technical training. Our focus is whatever is important to the warfighter — web-enabling, wireless technologies, data/knowledge management, networking, collaboration, distance learning, etc.

I am most excited about working with a group of talented people with a proven track record. This team invites change and that excites me. I am looking forward to throwing out some of my "out-of-the-box" ideas and hearing them say, "OK. We can do that."

CHIPS: What is your definition of customer satisfaction?

Ms. Watson: Meeting and then exceeding their expectations. To do that, you need to understand their expectations, environment, requirements and perspectives. You have to make them look good in their organization. You have to make them look wise for choosing you.

CHIPS: Generally speaking, what is your definition of an outstanding employee compared with a good employee?

Ms. Watson: Good employees execute tasks as expected or required. They meet all, or most, performance objectives. Outstanding employees use initiative to exceed expectations. They don't wait to be told what to do next. They not only look for ways to improve processes, products and the team as a whole, but they take responsibility for it. I like to use Michael Jordan as an example. All of the players in the NBA are "good" players. Michael Jordan is outstanding because the whole team performs better when he is a member.

CHIPS: The federal worksite is dramatically changing and many federal workers express concerns regarding doing more with less and problems with information overload. What message of encouragement or advice can you share relating to these concerns?

Ms. Watson: Understand the environment. Be flexible. Expect and invite change. Have the proper perspectives. Set clear goals and don't let the "noise" distract or overwhelm you. Focus on the problem or task at hand. Work smartly. Create and use your network. Give an honest day's work for an honest day's pay.

CHIPS: Attracting young talent and employee retention are very real concerns in DoD right now. What are your thoughts on this problem? What would you say to college graduates trying to decide on a career in government today?

Ms. Watson: The government, especially the Department of Defense, develops and uses some of the highest technology. The government offers among the most fertile grounds for developing technical professionals. New employees have the opportunity to work with experts that are often the best in their fields on work that is challenging, meaningful and relevant. The government also offers excellent continuing education opportunities and worldwide travel opportunities.

CHIPS: Can you talk about some of the milestones in your career or some of the exciting projects you have worked on?

Ms. Watson: A major milestone was working in Kuwait during Operation Desert Storm. I led a multicultural team that was to help restore the electrical power infrastructure.

This assignment taught me how fragile things are: life, life styles and freedom. We shouldn't take these things for granted. Nothing is guaranteed.

CHIPS: Can we talk about your work on a doctorate degree from the University of Alabama at Huntsville in industrial and systems engineering. What led you to a profession in electrical engineering? Can we talk about your career goals?

Ms. Watson: Honestly, what attracted me to electrical engineering was the money. One day I went to the career counseling office at the University of South Carolina and asked which graduates were making the most money for a four- year degree. At that time, electrical engineers were. I told the counselor to, "Sign me up." She explained that I "might not have the aptitude for engineering." I said, "You don't understand lady. I need to move out of my parent's home. This is about the money. I have the aptitude!"

I became interested in working on a Ph.D. in 1998, after I was separated from the Army Corps of Engineers by a reduction in force. Although I was quite confident in my skills, I was forced (for the first time in a long time) to seriously consider my marketability and my value to a potential employer. I asked myself, "What would make an organization want to hire me over someone else — perhaps someone with a lower salary requirement?" Luckily, I was in pretty good shape at the time, but I immediately started thinking about the next time I would ask myself that question. I decided then that I needed to acquire more knowledge and add to my credentials. The Industrial and Systems Engineering discipline matches perfectly with what we do here at SPAWAR. The program focuses on systems thinking, total solutions development, integration, etc., and has already benefited me in several projects and assignments.

CHIPS: Our department head, James Ward mentioned that you are an avid bass fisher. Can you share some of the exciting moments you've had in pursuing this sport and how you became interested in bass fishing?

Ms. Watson: Fishing is in my blood. From as far back as I can remember fishing has been a family affair. My entire family likes to fish. On a recent outing, we had four generations of family members fishing together! I get most excited when the women of the family beat the men!

Although I don't actually touch live bait, or live fish, and have never fished in a REAL tournament, I consider myself a tournament-class fisherman! That is my story and I am sticking to it!

Both parents' OK required to obtain child's passport

By Gerry J. Gilmore
American Forces Press Service

WASHINGTON, July 23, 2001 — Under a new law that became effective July 2, the State Department now requires both parents' consent to obtain passports and visas for overseas travel of children under age 14.

The intent of the law is to lessen the chance that parents can abduct their children and use U.S. passports to escape with them overseas, said John M. Hotchner, acting managing director of the U.S. State Department's Office of Passport Services. He said the State Department is working on about 1,000 overseas child abduction cases.

The law affects service members, who are required to secure passports for spouses and children accompanying them to overseas duty stations, Hotchner remarked in a July 17 interview with the American Forces Information Service. Service members themselves do not require passports, he added, because they fall under military Status of Forces Agreements.

DoD civilians, Hotchner noted, are required to secure passports for themselves and nonmilitary family members who will be accompanying them to overseas duty assignments.

He said both parents must now sign children's passport application forms, unless one parent is unavailable because of geographical separation, divorce or other circumstances. In this case, Hotchner said, the parent applying for a child's passport needs a signed, nonnotarized letter or statement from the absent parent that provides permission to take the child or children overseas.

Hotchner said he has already heard of instances where permission letters were faxed from overseas.

Separated or divorced military or DoD civilians with sole custody agreements shouldn't have a problem obtaining passports for their children under the new law, Hotchner said.

"It is fairly easy if there is a custody order. If one parent has sole custody, then consent from the other parent isn't necessary," he said.

Hotchner said the new law complements an existing program that allows parents concerned about possible abduction to register a child under age 18 with the State Department's Office of Children's Issues. The custodial parent files a copy of the (sole) custody order with State. Should the noncustodial parent then apply for a passport, it would not be issued, he said.

Ultimately, Hotchner said, the parents themselves must resolve issues affecting their children's passports.

"We'll take a look at any kind of documentation that an individual parent wants to submit that will help to overcome the presumption that there should be a second parent signing the passport application," he said.

In those instances when one of the parents simply won't consent or participate in the process, "then, they'll have to work it out between themselves and, if necessary, resort to the courts to get it settled," Hotchner said.

A court-sanctioned custody agreement between separated or divorced parents can award custody to an individual parent and require that the couple work out travel arrangements, Hotchner said. For instance, he noted, it can be written to prevent a child from going abroad without both parents' permission.

It's CFC time!

By Rondi Akers
Combined Federal Campaign Coordinator

During the next few weeks, you will be hearing more about this year's Combined Federal Campaign and how you can personally make an impact. Our campaign begins Sept. 10 and ends Nov. 2. SSC Charleston values our partnership with Trident United Way's Combined Federal Campaign — helping Lowcountry residents enjoy a wonderful place to live, work and raise families.

Did you know that donating just:

$1.00 per week provides a day of emergency shelter and counseling for a child who has been removed from their home due to abuse, neglect, or violence.

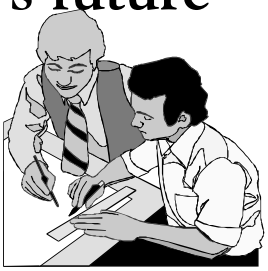
$2.00 per week provides 11 hours of literacy tutoring for two adults.

$5.00 per week provides a month of after-school child care for a school-aged child **AND** delivers a month of free meals to a homebound senior, allowing them to live independently in their own home and to continue to contribute to the community.

$9.00 per week buys 226 pounds of nonperishable food to assist area agencies in feeding low income families and individuals **AND** to provide a month of youth development programs for ten youths aged 6-19, enabling them to develop self-esteem and to reach their full potential as future builders and leaders of our community.

$14.00 per week supplies five days worth of groceries to nine low-income families in crisis, **AND** provides 11 hours of literacy tutoring for two adults, **AND** provides a day of emergency shelter and counseling for five children who have been removed from their homes due to abuse, neglect, or violence.

Enhance a child's future — be a mentor



Sometimes life's greatest treasures are not actually things, but come in the form of knowledge. Just knowing that you have made a difference in someone else's life is a tremendous boost for anyone's self esteem. If you'd like to have a chance to influence a young person's future, volunteer to be a mentor.

Each year, SSC Charleston employees have an opportunity to mentor students through the Congressional and Public Affairs Office (J0PA).

If you love your job, share your enthusiasm and knowledge with a child who has a similar interest, and create that spark of desire. Share with them your life experiences, and what you did to get to where you are now. No matter what your position or grade level, here's your chance to really make a difference. Call **Marsha Hassell** or **Carol Venning** in the public affairs office (843-218-4020) today to volunteer your time and make a difference in the life of a child.

VA to hold 'stand down' against homelessness

The Ralph H. Johnson Veterans Affairs (VA) Medical Center will hold their third tri-county Stand Down Against Homelessness on Oct. 18 and 19 from 8 a.m. until 3 p.m. each day at Armory Park, 5000 Lackawanna Blvd., North Charleston, S.C.

Stand Down is a military term which describes a time of rest and recuperation for combat soldiers in a safe and secure environment. The VA hospital, in conjunction with the entire community, is providing this stand down for the tri-county area's homeless, to provide medical and mental health services, food, clothing, haircuts, and assistance with employment.

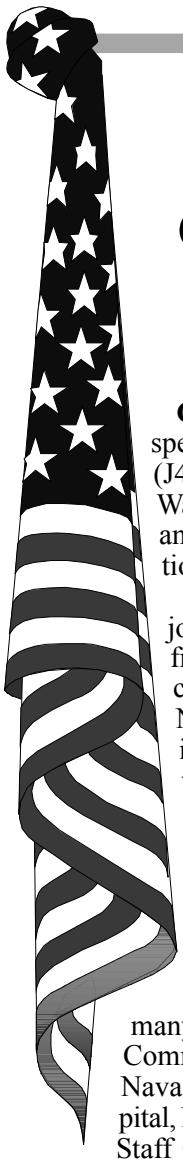
Volunteers are needed to: register participants, distribute clothing, distribute food and hygiene packs, prepare and serve food, assist participants in accessing services, entertain, haircuts, and set-up and clean-up. If you would like to volunteer your time and services, contact Betty Owens, public affairs officer at the Ralph H. Johnson VA Medical Center, 109 Bee Street, Charleston, S.C. 29401, or call her at 843-577-5011, extension 7699.

Donations of the following items are also requested: snack packs individually packaged in zip-lock bags (nonperishables, easy to open and no further preparation required); hygiene packs individually packaged in zip-lock bags (toothbrush, toothpaste, soap, brush/comb, deodorant, safety razors and shaving gel, body/hand lotion, powder, female hygiene items, towels and washcloths, etc.); clean, wearable clothes in plastic bags (undershirts, underwear, socks, jackets, ponchos, sweaters, gloves, pants, shirts, women's and children's clothing); and paper products (cups, disposal utensils, napkins, paper plates, paper towels, and toilet paper). You can take your donations to the S.C. National Guard armory on Lackawanna Blvd. in North Charleston.

C.O. addresses local AFCEA chapter

By Mary Menke
AFCEA Public Affairs

Capt. Nancy Deitch, SSC Charleston's commanding officer, was the featured speaker at the July meeting of the South Carolina Lowcountry Chapter of the Armed Forces Communication and Electronics Association (AFCEA). She discussed the command's focus on technology and their continuing role in support of shipboard installations. She also talked about SSC Charleston's recent successes, including the integrated installation contract, *USS LaSalle* SPAWAR-sponsored systems, the *USS Ronald Reagan* shipbuilding and conversion, and the task force web — emphasizing the Navy's effort to create an atmosphere where business is conducted via interoperable web-based information technologies.



over 841 years of experience lost when 27 retire

Carl E. Andersen, Jr., a DS-334-III technical specialist in the Sealift Systems Support Branch (J483) in our National Capital Region office in Washington, D.C., retired May 3. He had 36 years and 11 months of dedicated service to our nation.

Carl's federal career began in 1963 when he joined the U.S. Air Force. He served in Vietnam from 1966 to 1967 and was then honorably discharged. His civilian career began with the U.S. Navy in 1968 as a computer operator in Washington, D.C., where he progressed throughout the years in the computer analyst/programmer field until his retirement.

During his years with the Navy Regional Data Automation Center, the Naval Command Telecommunications Station, and the Naval Material Command Support Activity, Carl continually demonstrated his commitment, skill, and abilities. He designed and developed many computer systems for the Naval Air Systems Command, Naval Investigative Service Command, Naval Historical Command, Bethesda Naval Hospital, Nuclear Regulatory Commission, and the Army Staff College. He also worked on various systems for the Naval Computer and Telecommunications Command and the Naval Computer and Telecommunications Station. He always demonstrated excellent skills while maintaining or modifying existing systems for Military Sealift Command, Judge Advocate General Headquarters, and the Naval Research Laboratory.

Carl not only demonstrated a commitment to his job, but to his coworkers, as well. He served as president of the NCR recreation committee, and participated on the office's bowling and softball teams.

Paul Robert Balta, Jr., a DP-334-III supervisor of the Aircraft Interface Branch (J611) in our Patuxent River, Md., office, retired June 30 following 37 years of faithful and dedicated service.

Harvey Michael Bohanan, a GS-334-11 computer specialist in the Applications Software Development and Support Branch (J442) in our Jacksonville, Fla., office, retired May 31 after 13 years and 9 months of faithful service to this country.

Since August 1987 when he came on board the Navy Regional Data Automation Center and Naval Computer and Telecommunications Station, Jacksonville (now merged with SSC Charleston), Mike has consistently performed his duties in an exemplary manner. He excelled at programming analysis and resolution of technical issues in support of the Corporate Data Collection System (CDCS), and continually did in-depth research to resolve very challenging technical issues for the team, which resulted in well-documented guidance used by team members. As the lead for the Funds Resource System module with CDCS, Mike worked independently to analyze and correct programming defects and provided customer support. His interest and creativity in defining new approaches led to many improvements of the CDCS software. His enthusiasm for work, and his willingness to help others, made him a valuable member of the SPAWAR team.

Carl F. Brown, a DS-391-III technical specialist in the Newport Technical Services Branch (J643) in our Newport, Rhode Island, office retired May 3 following 36 years and four months of dedicated service. Throughout his career, Carl held a number of increasingly responsible positions. He was always a willing volunteer for any task that would help the command, and he tackled his assignments with intensity and attention to detail.

During the last few years, Carl was involved with the Defense Commissary Agency Category 5 cable plant upgrade project and customer fiber optic cable installation. He coordinated voice, data and integrated services digital network hookups, as well as acted as the section's hazardous materials coordinator. Carl always had a good word for people and shared with everyone — fundamental factors for a positive workplace setting — and because of his example, the entire section benefitted.

Charles W. Brunswick, a DP-334-III technical specialist in the Network Engineering, Implementation and Operations Branch (J765) in the National Capital Region office, retired June 1 following 32 years and eight months of dedicated service.

Carl's Navy career began in 1968 as a computer programmer trainee (GS-7) with the Naval Command Systems Support Activity in support of special projects and standards development, advancing to the GS-12 computer specialist level with the Navy Regional Data Automation Center. The emphasis during those years was programming for a record association system and data management for the worldwide military Command and Control system, as well as other information systems indicated by the Chief of Naval Operations. Carl moved up to the GS-13 level with the Technical Support Directorate, and finally to a DP-III at SSC Charleston supporting the customer service center in the Washington, D.C., area.

Bobby R. Carpenter, a DT-856-III http://

www.nutrimed.com/LLYSINE.HTMtechnician in the Multimedia Systems Engineering Branch (J732), following 35 years and four months of faithful and dedicated service to our nation.

Anthony Chrisanthis, a DS-334-III technical specialist in the Legacy Systems Branch (J472), retired May 3 after 38 years and seven months of faithful and dedicated service to our nation.

Anthony's federal career began in 1962 as an oceanographer with the U.S. Naval Oceanographic Office in Washington, D.C. In 1978, he transferred to the Naval Command System Support Activity where he entered the data processing field as a computer programmer, GS-334-7. Through the years, Anthony progressed to the technical specialist position he held at retirement—accomplished through perseverance and professional diligence.

Anthony's expertise and personal competence have served the Navy and this command well. During his career, Anthony has been a part of several reorganizations, many reassignments, performed numerous tasks, and supported several command activities including the Armed Forces Communications and Electronics Association exhibit. He received many performance and special achievement awards, as well as grade and pay advances, and demonstrated an unfailing dedication to federal service. His diversified experience and abilities will be sorely missed.

Thomas M. Counts, a DP-855-III engineer in the Multimedia Systems Engineering Branch (J732) in our Reston, Va., office, retired April 3 after 37 years and 10 months of faithful and dedicated service.

Robert M. Davidson, a DS-334-III technical specialist in the Network Applications Engineering and Implementation Services Branch, retired June 3 following more than 34 years of faithful and dedicated service to our nation.

During his career, Bob excelled at teamwork and client support. He received the Meritorious Service Award for saving the Air Force nine hours of print time on a 12-hour job for the Presidential Budget Program. Bob also supported the Navy as it transitioned from Emergency Action Message equipment, second, third, and fourth generation mainframes, through minicomputers to client-server computing, and through the many reorganizations of Navy computing in Washington, D.C.

Allen Ford, Jr., a DS-334-III technical specialist in the Network Engineering, Implementation and Operations Branch (J765) in our National Capital Region office, retired June 1 following a dedicated 27-year career with the federal government.

Allen's career with the Navy began at the Naval Regional Data Automation Center in Washington, D.C., as a computer programmer. With his superlative performance and professional diligence, Allen rapidly advanced to the GS-12 level. Throughout his career, Allen earned several awards, achieved grade and pay advances, and outstanding performance ratings.

Mildred Y. Freeberg, a DP-334-III technical specialist in the Systems Integration and Development for Manpower and Personnel Systems Branch (J491) in our National Capital Region office, retired May 3 following 25 years and eight months of dedicated service.

Jon W. Fulford, a DS-334-III technical specialist in the Systems Integration and Development for Manpower and Personnel Systems Branch (J491) in our National Capital Region office, retired May 3 following 37 years and seven months of dedicated service to our nation.

Jon's Navy career began as a GS-5 mathematician for the Naval Command Systems Support Activity in Washington, D.C. He progressed through the years to the GS-12 level and converted to the computer specialist career field. Jon's advancement was accomplishment by his superlative performance and professional diligence. His expertise and personal competence earned him several awards, grade and pay advances, and numerous performance awards.

Shirley F. Garvin, a GS-334-12 computer specialist in the Application Software Development and Support Branch (J442) in our Jacksonville, Fla., office, retired June 2. Her dedicated service to this nation spanned 28 years and six months. She had been with the Navy Regional Data Automation Center and Naval Computer and Telecommunications Station, Jacksonville (now merged with SSC Charleston) since September 1986.

Shirley completed the Supply Management Training program in 1979 and became a successful contracting officer at two Veterans Administration hospitals. During her career at the VA, she received praise from the Comptroller General and the VA administrator for effectively using Federal Procurement Regulations to creatively negotiate a construction contract which saved the VA over $60,000 and cut construction time by 90 percent. Shirley also served on the State of West Virginia and the state of Virginia's Minority Business Opportunity committees, representing the VA in both state capitals. She also worked to acquire all hepatitis vaccine in the southeast region to inoculate and avoid an outbreak of hepatitis.

While at SSC Charleston, Shirley managed the PC store, completely outfitting a Navy hospital ship in 24 hours with computers and all necessary equipment to install a local area network. This enabled the ship to deploy the same day and process in displaced Haitian refugees. Shirley promoted the command through the creation of professional presentations, marketing materials, and newspaper articles. As the union president, Shirley supported the command partnership objectives.

Lydia F. Haga, a GS-334-II computer specialist in the Financial Systems Software Engineering Branch (J443) in our Jacksonville, Fla., office, retired may 3 after faithfully serving our country for 30 years and one month. She consistently performed demanding duties in an exemplary manner, while effectively performing a wide variety of essential information technology tasks.

During her 30-year career, Lydia participated in and contributed to the success of various IT related efforts ranging from information security planning and training, to the development and implementation of major software applications, such as the Bases and Stations Information System, the Realtime Outfitting Management Information

System, and the Industrial Fund Accounting System. Most recently, Lydia served as part of a project team responsible for providing software development and life cycle maintenance support for the Corporate Data Collection System. In this role, your technical expertise and functional knowledge proved extremely valuable in ensuring the continued success of the project.

Dennis R. Hardy, a DP-334-IV manager in the Program Management Support Division in our Washington, D.C., office, retired May 3 after 43 years and three months of truly dedicated service.

With a career that began as a GS-5 mathematician for the David Taylor Model Basin at Carderock, Md., Dennis rapidly advanced to the GS-15 level as a supervisory computer specialist, converting to the DP-IV when the National Capital Region office became a part of SSC Charleston. His successful career is a direct result of his superlative performance and professional diligence. Dennis' expertise and personal competence have served the Navy well. He earned numerous outstanding performance ratings and grade and pay advances throughout his career.

Raymond J. Harms, a DS-334-III technical specialist in the Legacy Systems Branch in our Washington, D.C., office, retired May 3 after 43 years and nine months of truly dedicated to our nation.

Raymond's federal career began as a GS-7 computer programmer for the Naval Command System Support Activity in Washington, D.C. Through personal challenge, perseverance, and professional diligence, Raymond advanced to the GS-12 and DS-III level. His career spans an impressive list of satisfied customers, including the Drug Enforcement Administration, the Naval Data Automation Command, the Navy Bureau of Medicine and Surgery, and the Defense Finance and Accounting Service. Raymond's sustained performance earned him well-deserved promotions, letters of appreciation, and special achievement awards. He vigorously supported several special activities — most notably, the Combined Federal Campaign.

Jack Henderson, a DP-391-IV manager of the Network Services Division (J55) at our Pensacola, Fla., office, retired May 3 following 21 years and one month of dedicated federal service. Jack's professional approach, attention to detail, and personal competence in all assignments inspired and encouraged his coworkers and peers to strive for quality in whatever they do.

Franklin F. Hunter, a DT-856-II technician in the Navigation and Naval Inventory Control Point Branch (J623), retired July 3 after 19 years and one month of federal service.

John D. Isaacs, a DS-391-III technical specialist in the Integrated Services and Plans Branch (J563) at our Pensacola, Fla., office, retired May 3 after 39 years and ten months of truly dedicated service.

Joseph V. Kelly, a DP-334-IV manager of the C3I Applications Development Branch (J462) at our Washington, D.C., office, retired June 30 following 37 years and three months of dedicated service to our nation.

Margaret R. Kennicott, a DP-334-III technical specialist in the Messaging System Engineering and Development Branch in our Washington, D.C., office, retired June 30 following 33 years and one month of dedicated federal service.

Annie S. Knight, a DG-2005-II assistant in the Quality Assurance and Logistics Branch (J624), retired August 3 after serving the federal government for 25 years and four months.

Tonya Brewer Lambert, a DG-318-II administrative assistant in the Communication Systems and Network Operations Division (J56) at our Pensacola, Fla., office, retired July 10 after 15 years and eight months of federal service.

Jeffrey D. Lang, a DP-801-III engineer in the Special Missions Branch (J332), retired July 29 following 36 years of dedicated federal service.

Jeff began his career as an entry level mechanical engineer in the Naval Air Engineering Center in Philadelphia, Penn. During the years, his advancing career took his to the Naval Air Engineering Center to the naval Air systems Command, Patuxent River; the Naval aviation Logistics Center, Patuxent River; the naval electronic systems Engineering Activity, St. Inigoes; and finally, SSC Charleston.

His natural talents and abilities led Jeff to pursue the logistics field. It was that combination of engineering and logistics expertise that led him to logistics manager where he was directly responsible for the complete development of the shipboard logistics information necessary to support the NAVSSI system, as well as the successful cultivation of professional relationships between SSC Charleston and the various logistics organizations involved with shipboard support.

Williard P. Martin retired May 3 following more than 30 years of faithful and dedicated government service. With the former Navy Regional Data Automation Center and Naval Computer and Telecommunications Station, Jacksonville since October 1977 until his retirement, Willard consistently performed demanding duties in an exemplary manner, while effectively performing a wide variety of essential information technology tasks.

During his career, Williard either led or participated in such diverse efforts as the conversion of IT systems from a mainframe computer to the UNISYS 1100 series computer system, accomplished in support of the Naval Aviation Depot, Jacksonville (formerly the Naval Air Rework Facility, Jacksonville). He also supported numerous commands such as the Chief of Naval Reserve through the monitor terminal remote task and the Naval Data automation Command headquarters with the software sharing net project. Willard set excellent examples of insight and project management on tasks such as the bases and stations information system for which he was the implemen-

tation team leader. His most recent project was of special benefit to SSC Charleston. From late 1995 until his retirement, Willard served as project leader for the software process improvement program underway in Jacksonville. The attainment of Level II certification under this program by Automation Information Systems Division was due in no small part to his dedicated efforts. Willard consistently provided the technical expertise and guidance which enabled this goal to be met, all the while maintaining a clear vision of program milestones and working closely with peers and superiors.

Katie Gaskins Matthews, a DA-301-III administrative specialist in the Tactical Switching Branch (J511) in Arlington, Va., retired June 30 after 16 years and 10 months of federal service.

Roger E. Mills, a DP-334-III technical specialist in the SECNAV and OPNAV Support Branch (J493) in our Washington, D.C. office, retired April 30 following 35 years and 10 months of dedicated service to the Navy and to our country.

Roger's career began as a GS-5 mathematician for the Naval Command Systems Support Activity in Washington, D.C. During the ensuing years, Roger advanced to the GS-13 level, a feat accomplished by superlative performance and professional diligence. He received several awards, achieved grade and pay advances, and earned numerous outstanding performance ratings over the course of his career.

Melvin C. Morgan, a DS-334-III technical specialist in the Navy Medical Software Development Branch (J492) in the Washington, D.C., office, retired May 3 following 26 years and three months of dedicated government service.

With a career that began as a GS-6 computer operator for the Office of Naval Research at Arlington, Va., Melvin's superlative performance and professional diligence in assigned duties helped him rapidly advance to the GS-12 and DS-III level. During his career, Melvin received several awards, grade and pay advances, and numerous outstanding performance ratings.

To each of you we say, "thank you for a job well done!" You have served your country, the U.S. Navy, and SSC Charleston very well. While the loss of your expertise, your shared experiences, and your individual abilities will surely be felt throughout the Navy community, your long years of devoted service to the fleet, to this command, and our country have truly earned you this retirement.

We wish for each of you many years of good health, prosperity, happiness, and joy. We salute you for your many years of faithful service, and in the traditional Navy way, we wish you...

Fair winds and following seas!

(Editor's Note: Due to space restrictions, some recent retirees are not included in this issue, but will be acknowledged in the September/October issue. Congratulations to you all — enjoy your retirement years!)

Design integration

Continued from page 5

gration testing by leveraging personnel, test procedures, and production and lab assets from departments 30, 50, 60, and 70, along with the assets in the Integrated Product Center utilizing the systems integration environment.

Using a phased approached, J333 first validated the GFE systems across an IT-21 network. This phase, which became know as Pre-DIT, was conducted during the week of June 19 to validate the operability of the GFE systems prior to connecting the assets of the *USS Swan*. The SIE provided connectivity to an IT-21 network via SSC Charleston's Technet. The GFE assets were successfully validated for NAVSEA and the shipbuilder.

With Pre-DIT complete, planning has begun for the next stage of testing — connecting the GFE systems to the *Swan* residing on the Alliance Test Network, located in San Diego, Calif. Formal DIT Level 2 is scheduled to commence Aug. 21 and conclude Sept. 21.

The successful completion of Pre-DIT and the pending commencement of DIT Level 2 are directly contributed to the synergy and hard work of many individuals across the entire command. The can-do attitude and initiative of departments 30, 50, 60, and 70, and SSC Chesapeake employees working as a team with NAVSEA and the shipbuilder, played a key role in achieving our goals. The coordination to support this testing has been complex, but manageable, and is a direct result of Team 17's commitment to the ultimate owners of these ships — the sailors and Marines of the Amphibious Readiness Groups. To paraphrase Vince Lombardi (a Green Bay, Wis., football coach), the achievements of an organization are the results of the combined effort of each individual. To the individuals and the team, thanks for a job well done!

Not your father's gator

The Navy's newest class of ship, LPD 17 *San Antonio* class, is the functional replacement for the 41 ships of the LST 1179, LKA 113, LSD 36 and LPD 4 classes built in the 1960s. These new ships are the key to rounding out the Marine Expeditionary Brigade amphibious lift requirement and are the versatile centerpiece of the Amphibious Readiness Groups of the 21st Century.

In keeping with tradition of naming ships after American cities, the first three ships were named LPD 17 *San Antonio* for the site of The Alamo; LPD 18 *New Orleans* commemorates the 1815 Battle of New Orleans; and LPD 19 *Mesa Verde* honors early American culture, as well as the first national park created to preserve cultural history.

The fourth ship, LPD 20 bears the name *Green Bay* to honor the nation's Midwest city by the bay. The oldest community in Wisconsin, Green Bay is well known for its commitment to team efforts, and particularly its support of its football team. LPD 20 will be home to another team — the Navy-Marine Corps team, no stranger to hard work and sacrifice to be the best in the world.

Thomas W. Englert

Tom Englert, an engineer in the Data Links Communications Branch (J534) at our Portsmouth, Va., office, suffered a heart attack and died Aug. 3. He was only 48 years old.

Tom's immediate supervisor, **Dave Osborne**, said, "Tom was well liked by everyone. He was diligent in completing work regardless of how much time or effort it took. Tom recently received an on-the-spot award for his work on board the *USS Nimitz* in recognition of his dedication in providing assistance to the ship. Not only was Tom a coworker, but a friend, and he will be sorely missed."

Another longtime coworker and friend, **David Oliveri** (J534/Portsmouth), said, "Tom had a truly great sense of humor that helped keep the days on board ship and at the office seemingly short. He always found humor in the strangest situations. We worked together so much, it got to the point where we didn't have to say anything when we saw something funny. We would just bust up laughing at it. Tom rarely talked about himself, yet he would always listen to anything you wanted to talk about. He did, however, talk about his wife and kids often. Tom was always proud to tell about the things the kids were doing in school and out. And his love for his wife was obvious. Tom would get up at 4:30 a.m. five days a week and go to the YMCA before going to work. His wife worked until late in the evenings. So they didn't have a lot of time together during the week. But each morning when he got to work, I could hear him in the next cubicle giving her a call."

Tom was an assistant Scoutmaster and chaplain of Boy Scout Troop 38, where his son Tommy achieved Eagle Scout, and Billy, Star Scout. He was also a proud supporter of the Indian River High School Marching Braves, where he touched the lives of many and was loved by all. "Scouting was something Tom really loved," David Oliveri said. "He was always going on camping trips with them (rain or shine). He often talked of one kid in the troop who had a rough home life. I believe Tom and his family made him feel at home and gave him a look at what a real home should be like. He wasn't that way with just one kid, he was that way with all of his children's friends (even if some of them were suspicious looking characters). Their home was always open — it was a 'Mi casa, su casa' kind of thing. Tom was a great friend and coworker. Someone I would gladly call brother. He will be missed dearly." Tom was also a member of St. Matthew's Catholic Church of Chesapeake.

Tom leaves his loving wife of 20 years, Paula Jean Lillard Englert; his mother, Ruth Englert of Auburn, N.Y.; a daughter, Whitney Elizabeth Englert; two sons, Thomas William Englert IV and, William Hamilton Englert of Chesapeake; one sister, Christine Englert of Auburn, N.Y.; mother- and father-in-law, William Hamilton and Shirley Lillard of Norfolk; brothers- and sisters-in-law, Mary Anne and Allen Price of Virginia Beach, Diana and Brian Klink of Suffolk, and Patricia and Christopher Stallard of Norfolk; and a host of nieces, nephews, friends and neighbors.

Our deepest sympathy to Tom's family, friends, and coworkers who will greatly miss him.

Three 'hats' Continued from page 9

This system's unique feature is that it is a remote system. NineIron uses a commercial satellite link to communicate between the operator back end and the sensor front end. NineIron can be deployed anywhere in the world, as long as both the control and sensor ends are in the same satellite footprint. USSOCOM tasked the Special Exploitation Systems Engineering Branch (J 713) to build Nine Iron, which will be operationally deployed in September 2001.

(Note: This article was compiled from information provided by Mike Shafer, Jim Kohlbrenner, Thomas Kirkpatrick, and Andy Poole.)

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